

**DISCIPLINE COMMITTEE OF THE  
ONTARIO COLLEGE OF TEACHERS**

BETWEEN:

**ONTARIO COLLEGE OF TEACHERS**

and

**LEE ALLAN BUJACZ, OCT**

**NOTICE OF HEARING**

**THE INVESTIGATION COMMITTEE OF THE ONTARIO COLLEGE OF TEACHERS**, pursuant to section 26, subsection (5) of the *Ontario College of Teachers Act, 1996* (the "*Act*"), Statutes of Ontario, 1996, chapter 12, has directed that the matter hereinafter described regarding the conduct or actions of Lee Allan Bujacz, Certificate No. 526770, be referred to the Discipline Committee of the Ontario College of Teachers.

**IT IS ALLEGED** that Lee Allan Bujacz is guilty of professional misconduct as defined in the *Act* in that:

- (a) he failed to maintain the standards of the profession, contrary to Ontario Regulation 437/97, subsection 1(5);
- (b) he abused a student or students verbally, contrary to Ontario Regulation 437/97, subsection 1(7);
- (c) he abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (d) he abused a student or students sexually, contrary to Ontario Regulation 437/97, subsection 1(7.3) and/or engaged in sexual abuse of a student or students as defined in section 1 of the *Act*;
- (e) he engaged in sexual misconduct as defined in section 1 of the *Act*;

- (f) he failed to supervise adequately a person who is under the professional supervision of the member, contrary to Ontario Regulation 437/97, subsection 1(11);
- (g) he failed to comply with the *Act* or the regulations or the by-laws, contrary to Ontario Regulation 437/97, subsection 1(14);
- (h) he failed to comply with the *Education Act*, Revised Statutes of Ontario, 1990, chapter E.2, and specifically subsection 264(1) thereof or the Regulations made under that Act, contrary to Ontario Regulation 437/97, subsection 1(15);
- (i) he committed acts that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 437/97, subsection 1(18);
- (j) he engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

**PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:**

1. Lee Allan Bujacz (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Catholic District School Board of Eastern Ontario as a teacher at [XXX] School (the “School”) in [XXX], Ontario.
3. At all material times, Student 1 was a Grade [XXX] female student at [XXX], in [XXX], Ontario. Student 1 was a former student of the Member.
4. On or about October 27, 2014, the Member:
  - (a) left students unattended during a field trip;
  - (b) consumed alcohol while on a field trip.
5. In or around the 2014-2015 academic year, the Member:
  - (a) made inappropriate comments about rape to a student and/or students in his Grade [XXX] class;
  - (b) told a student and/or students in his Grade [XXX] class words to the effect of, “sometimes when women have babies, their vaginas tear and they require stitches”;

(c) told a student and/or students in his Grade [XXX] class about his wife's miscarriage.

6. In or about March 2017, the Member exchanged electronic messages of an inappropriate personal nature with Student 1 including but not limited to:

- (a) telling Student 1 "ur bf must love that ur smart and normal";
- (b) telling Student 1 "u make me smile";
- (c) telling Student 1 "Awake or Netflix talk play???"
- (d) telling Student 1 "How's ur nite u have some high needs lol";
- (e) telling Student 1 "How can one b happy if they don't know ur a beautiful young woman with a plan u need to know what u would waste ur time for in a man there are many great ones out there".

**THE DISCIPLINE COMMITTEE WILL HOLD A HEARING** pursuant to sections 30, 30.2, 32 and 32.1 of the *Act* to decide whether the allegations are true and whether Lee Allan Bujacz is guilty of professional misconduct. A copy of the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* will be provided upon request and is also available on the College's website.

**THE DISCIPLINE COMMITTEE WILL HEAR THIS MATTER** on a date to be determined after consultation between College Counsel and you or your counsel and fixed by the Hearings Office.

**IF A DATE FOR THE HEARING OF THIS MATTER IS NOT AGREED UPON, THE DISCIPLINE COMMITTEE WILL CONVENE TO SET A DATE FOR THE HEARING. YOU ARE ENTITLED TO BE PRESENT WHEN THE COMMITTEE CONVENES TO SET**

**A DATE FOR THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. IF YOU DO NOT ATTEND BEFORE THE COMMITTEE TO SET A HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED IN YOUR ABSENCE TO SET A HEARING DATE. NOTICE OF THE HEARING DATE SET BY THE COMMITTEE WILL BE PROVIDED TO YOU IN WRITING AT YOUR LAST KNOWN ADDRESS AS SHOWN IN THE RECORDS OF THE COLLEGE.**

**YOU ARE ENTITLED TO BE PRESENT AT THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL.** The hearing will take place on the 12th floor of the offices of the Ontario College of Teachers at 101 Bloor Street West, Toronto, Ontario.

**IF YOU DO NOT ATTEND ON THE SCHEDULED HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE PROVIDED WITH ANY FURTHER NOTICE OF PROCEEDINGS.**

**IF THE DISCIPLINE COMMITTEE FINDS YOU GUILTY** of professional misconduct, you are liable to the penalties set out in sections 30 and 30.2 of the *Act*.

**A MEMBER** whose conduct is being investigated in proceedings before the Discipline Committee may examine before the hearing any written or documentary evidence that will be produced or any report, the contents of which will be given as evidence at the hearing. You or your representative may contact the office of Caroline Zayid of McCarthy Tétrault LLP, solicitor for the College in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-7768.

Date: 22<sup>nd</sup> July 2019

---

**Michael Salvatori, OCT**  
Chief Executive Officer and Registrar  
Ontario College of Teachers  
12<sup>th</sup> Floor, 101 Bloor Street West  
Toronto ON M5S 0A1

TO: Lee Allan Bujaz  
[XXX]  
[XXX]

AND  
TO: Ontario English Catholic Teachers' Association  
65 St. Clair Avenue East, Suite 400  
Toronto ON M4T 2Y8

Jerry Raso, Solicitor for the Member

B E T W E E N :

**ONTARIO COLLEGE OF TEACHERS**

- and -

**LEE ALLAN BUJACZ, OCT**

**DISCIPLINE COMMITTEE OF THE  
ONTARIO COLLEGE OF TEACHERS**

**NOTICE OF HEARING**

**McCarthy Tétrault LLP**

Suite 5300

Toronto Dominion Bank Tower

Toronto ON M5K 1E6

**Caroline R. Zayid**

Tel. 416 601-7768

Fax 416 868-0673

**Christine L. Lonsdale**

Tel. 416 601-8019

Fax 416 868-0673

Solicitors for the  
Ontario College of Teachers

#DOCS 19271460